



Franky Johnson

Drawing upon over 30 years of experience in executive coaching, sales, sales management, people development, and global marketing that has extended to Europe, Latin America, Canada, and South America, Franky L. Johnson brings a pragmatic business perspective to leadership coaching in the workplace.

Franky's forte is helping the leader understand the strengths and uniqueness of each team member in order to get the very best from the organization's human capital. The measure of a good leader is their ability to crystallize a vision, rally people around that vision, and execute on it with strong team fellowship.

Franky has a talent for developing in leaders an awareness of issues pertaining to diversity in behavior, function, geography, and thought, as well as cultural competency. These skills become critical as organizations develop their global presence.

He has seen that a high Emotional Intelligence quotient (EQ) always outperforms a high IQ. He coaches leaders to exhibit a high EQ daily by assisting them with interpersonal skill building. He utilizes a direct approach in helping executives develop self-awareness, so that they understand how their behavior is affecting those around them as well as the attainment of their goals. He does understand that behavior modification is not an easy task, but gets results by leveraging individual motivation.

Areas of Expertise in Leadership Coaching:

- Visionary Leadership
- Conflict Management
- Emotional Intelligence (EQ)
- Maximizing Sales/Business Development
- Organizational Change Management
- Leadership On-Boarding and Assimilation
- Action Plan Development and Implementation
- Measurement and Metrics

Representative Client Engagements:

- CEO of a Springfield, IL Community Healthcare Center to transition and onboard to the new position.
- CEO of a non-profit; built a more cohesive leadership team focused on actionable items and outcomes.
- Coached/Consulted with committee chair that restored vision to a 10-year-old diversity initiative at Healthcare System that had lost momentum; consulted with senior leadership to maximize the hospital's human capital investment by forming a new, functionally diverse strategic team that created an 18-month plan and a tactical team to implement it under leadership of a newly-appointed Chief Diversity Officer (CDO).
- Senior leader in the financial industry; coached him on executive presence and visionary leadership. Resulted in better empowerment and delegation of team that delivered results.
- Guided case managers at a Northern Virginia hospital system serving 136 different ethnicities and nationalities, through a series of one-on-one interviews to solicit input from managers and supervisors system-wide towards development of a cultural awareness training curriculum. VP of a healthcare organization; enhanced executive team competency and cohesion.

- Executive Director of a Utilities company recently transferred to a new region; aligned his leadership style with his goals by developing awareness of a behavioral style which was getting in the way.
- Coached CDO at large Health Center to develop a diversity plan for their diverse organization that is viewed as a model of best practices within the 36-hospital Trinity Health System, addressing the importance of valuing each of the many dimensions of diversity in the workplace. This CDO is currently implementing the program at another health system of four times the size. VP of Sales; discovered a more effective leadership style that resulted in increased sales results.
- Executive VP of Engineering Firm into the Presidency of the organization with a focus on innovation.

Business/Organizational Leadership Experience

In addition to his experience as a coach and consultant, Franky has a strong professional background in the pharmaceutical and health care industries. He has held positions in sales, sales management, distribution and global marketing. He has managed a sales force successfully with emphasis on the customer and measurable outcomes. He brings experience with P&L responsibilities as well as operations to the coaching engagement.

Professional Affiliations

National Sales Network (NSN)
American Society of Training and Development (ASTD)
American College of Healthcare Executives (ACHE)
National Society of Human Resource Management (SHRM)
Dulles SHRM & Leesburg SHRM – Northern Virginia
ICF Membership

Certifications

Certified High Performance Selling, BCon LIFO®, 2001
Certified Team Building Coach & Trainer, BCon LIFO®, 2001
Certified Cultural Competency Trainer, Intercultural Communication Institute (ICI), 2004
Certified Emotional Intelligence (EQ) Trainer, Lynn Leadership Group, 2004
Certified Mediator, Mediation Training Institute (MTI), 2002
Certified Diversity Trainer, National SHRM, 2001
Certified in MRG's LEA 360 & IDI, 2010
Certified in Lominger Voices 360 & Leadership Architect, 2013

Publications and Appearances

Franky is a member of several governing boards and possesses a robust understanding of community issues. He is a published author for AHA's member newsletter and Managing Diversity. Franky serves as VP of Fund Development for the St. Louis ALS Association. He is also a member of the St. Louis Human Resource Management Association (HRMA) and the St. Louis Chapter of the National Association of African Americans in Human Resources (NAAAHR).

Education

MBA, Marketing, Lindenwood University, St. Charles, MO
BS, Agricultural Business, Lincoln University, Jefferson City, MO
Certificate – Marketing Planning, University of Michigan